# The FitRep Equation

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# Disclaimers

- The views expressed in this work are those of the authors and do not reflect the official policy or position of the Department of the Army, Navy,  Air Force, Department of Defense, or the United States Government.

- We have no affiliation or financial interest/relationships with any corporate organization that may be mentioned in this offering.

# Our Career depends on our ability to move to the right on our Personnel Summary Record

| PG | STATION | DUTY | DATES | # MOS | REPORTING SENIOR | | | TRAITS | | | | | AVERAGES | | PROMOTION REC | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | | | | | NAME | PG | TITLE | 1 | 2 | 3 | 4 | 5 | RPT | CUM | SP | PR | P | MP | EP |
| 03 | NH JAX | STFNRS | 051595<br>013196 | 08 | JAMES D L | 06 | CO | | | | 3 | 3 | 4.50<br>4.85 | 12<br>4.82 | 0 | 0 | 0 | X<br>8 | 2 |
| 04 | NH JAX | STFNRS | 020196<br>103196 | 09 | JAMES D L | 06 | CO | | | 3 | 3 | | 3.50<br>4.00 | 10<br>4.00 | 0 | 1 | 0 | X<br>12 | 3 |
| 04 | NMCSD | NC OFC | 110196<br>103197 | 12 | SMITH H T | 08 | COMM | | | 5 | 1 | | 3.17<br>3.88 | 76<br>3.89 | 0 | 0 | X<br>33 | 19 | 14 |
| 04 | NMCSD | NC OFC | 110197<br>103198 | 12 | SMITH H T | 08 | COMM | | | 3 | 2 | 1 | 3.67<br>3.50 | 156<br>3.70 | 1 | 0 | X<br>40 | 24 | 16 |
| 04 | NMCSD | NC OFC | 110198<br>103199 | 12 | SMITH H T | 08 | COMM | | | 2 | 2 | 2 | 4.00<br>3.66 | 229<br>3.75 | 0 | 1 | 36 | X<br>20 | 17 |
| 04 | NMCSD | NC OFC | 110199<br>051300 | 07 | SMITH H T | 08 | COMM | | | 2 | 1 | 3 | 4.17<br>3.72 | 294<br>3.74 | 0 | 0 | 32 | 20 | X<br>13 |
| 04 | NMCSD | NC OFC | 051400<br>063000 | 02 | JONES I M | 08 | COMM | | | 3 | 2 | 1 | 3.67<br>3.67 | 490<br>3.50 | 0 | 0 | 0 | 0 | X<br>1 |
| 04 | NH CPEN | DIVOFF | 070100<br>103100 | 04 | SPIER F T | 06 | CO | | | 5 | 1 | | 3.17<br>3.90 | 144<br>4.00 | 0 | 0 | X<br>9 | 5 | 4 |
| 05<br>* | NH CPEN | STFNRS | 110100<br>083101 | 10 | SPIER F T | 06 | CO | | | 6 | | | 3.00<br>3.98 | 158<br>3.95 | 0 | 0 | X<br>5 | 2 | 2 |
| 05 | NH CPEN | CNL | 090101<br>083102 | 12 | SPIER F T | 06 | CO | | | 2 | 2 | 2 | 4.00<br>3.95 | 168<br>3.96 | 0 | 0 | X<br>6 | 3 | 3 |
| 05 | NH CPEN | CNL | 090102<br>083103 | 12 | SPIER F T | 06 | CO | | | 1 | 2 | 3 | 4.33<br>3.90 | 184<br>3.94 | 0 | 0 | 7 | X<br>3 | 3 |

* Note: This officer put on CDR on 073101. Even though she was only a CDR for one of the 10 months being reported on, he/she stills gets compared against other commanders, NOT lieutenant commanders.

# With the EP being our “salvation” who should get it?

- The person that is the most senior regardless of achievement?
- The Person with the biggest current impact regardless of impact to others?
- The person that has the most collaterals and the least mission accomplishments within the work space?

- Mission accomplishment
- Command involvement
- Career impact

They all weigh in on the determination of EP, MP and P.

# Ranking Boards

| # | LAST | FIRST | Report Date | DOR | FY 15 ZONE | LAST FITREP | | | Prof Exp (33) | | Cmd EO (34) | | Mil Bear (35) | | Tmwk (36) | | Miss Acc (37) | | Ldrshp (38) | | FITREP Avg. | Dir Rcmd. |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | | | | | | Trait Avg | Prom Rec | Forced Dist | Past | Pres | Past | Pres | Past | Pres | Past | Pres | Past | Pres | Past | Pres | | |
| 1 | xxxxxxx | | 11Dec30 | 20120401 | BZ | 4.00 | P | | 5 | 5 | 3 | 3 | 3 | 3 | 4 | 4 | 4 | 5 | 5 | 5 | 4.17 | EP |
| 2 | xxxxxxx | | 11Dec31 | 20120501 | BZ | 3.83 | MP | | 5 | 5 | 3 | 3 | 3 | 3 | 4 | 4 | 4 | 5 | 4 | 5 | 4.17 | EP |
| 3 | xxxxxxx | | 11Dec23 | 20110501 | IZ | 4.00 | EP | | 4 | 5 | 3 | 3 | 3 | 3 | 4 | 4 | 5 | 5 | 5 | 5 | 4.17 | EP |
| 4 | xxxxxxx | | 13APR03 | 20100901 | IZ | 3.83 | | | 4 | 4 | 3 | 3 | 3 | 3 | 4 | 4 | 5 | 5 | 4 | 5 | 4.00 | EP |
| 5 | xxxxxxx | | 12Apr27 | 20120701 | | 3.50 | P | | 4 | 5 | 3 | 3 | 3 | 3 | 4 | 4 | 4 | 5 | 3 | 4 | 4.00 | EP |
| 6 | xxxxxxx | | 13Apr22 | 20130501 | | 3.50 | P | | 4 | 4 | 3 | 3 | 3 | 3 | 4 | 4 | 4 | 5 | 3 | 5 | 4.00 | EP |
| 7 | xxxxxxx | | 13AUG29 | 20110501 | IZ | 3.83 | MP | | 5 | 5 | 3 | 3 | 3 | 3 | 4 | 5 | 4 | 4 | 4 | 4 | 4.00 | EP |
| 8 | xxxxxxx | | 14FEB19 | 20120601 | | #DIV/0! | | | | 5 | | 3 | | 3 | | 4 | | 5 | | 4 | 4.00 | MP |
| 9 | xxxxxxx | | 12Aug11 | 20130101 | | 3.67 | P | | 4 | 4 | 3 | 3 | 3 | 3 | 4 | 4 | 4 | 5 | 4 | 5 | 4.00 | MP |
| 10 | xxxxxxx | | 13APR22 | 20111001 | | #DIV/0! | | | | 4 | | 3 | | 3 | | 4 | | 5 | | 4 | 3.83 | MP |
| 11 | xxxxxxx | | 12DEC28 | | | #DIV/0! | | | | 4 | | 3 | | 3 | | 4 | | 5 | | 4 | 3.83 | MP |
| 12 | xxxxxxx | | 12Apr30 | 20120601 | | 3.67 | MP | | 4 | 5 | 3 | 3 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 3.83 | MP |
| 13 | xxxxxxx | | 12MAR30 | 20130501 | | 3.67 | P | | 4 | 5 | 3 | 3 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 3.83 | MP |
| 14 | xxxxxxx | | 12Apr13 | 20130501 | | 3.50 | P | | 4 | 4 | 3 | 3 | 3 | 3 | 4 | 4 | 4 | 5 | 3 | 4 | 3.83 | MP |
| 15 | xxxxxxx | | 13Apr12 | 20130701 | | 3.50 | P | | 4 | 4 | 3 | 3 | 3 | 3 | 4 | 5 | 4 | 4 | 3 | 4 | 3.83 | MP |
| 16 | xxxxxxx | | 13FEB20 | | | #DIV/0! | | | | 5 | | 3 | | 3 | | 4 | | 4 | | 4 | 3.83 | MP |
| 17 | xxxxxxx | | 13Aug20 | 20111001 | | #DIV/0! | | | | 4 | | 3 | | 3 | | 4 | | 5 | | 4 | 3.83 | P |
| 18 | xxxxxxx | | 14APR30 | 20110601 | BZ | #DIV/0! | | | | 4 | | 3 | | 3 | | 4 | | 4 | | 4 | 3.67 | P |
| 19 | xxxxxxx | | 13NOV30 | 20100901 | IZ | #DIV/0! | | | | 4 | | 3 | | 3 | | 4 | | 4 | | 4 | 3.67 | P |
| 20 | xxxxxxx | | 13APR06 | 20111001 | | 3.50 | | | 4 | 4 | 3 | 3 | 3 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 3.67 | P |
| 21 | xxxxxxx | | 13NOV29 | 20121201 | | | | | | 4 | | 3 | | 3 | | 4 | | 4 | | 4 | 3.67 | P |
| 22 | xxxxxxx | | 13May03 | 20121101 | | 3.67 | P | | 4 | 4 | 3 | 3 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 3.67 | P |
| 23 | xxxxxxx | | 14JAN30 | | | #DIV/0! | | | | 4 | | 3 | | 3 | | 4 | | 4 | | 3 | 3.50 | P |
| 24 | xxxxxxx | | 13NOV29 | | | #DIV/0! | | | | 4 | | 3 | | 3 | | 4 | | 4 | | 3 | 3.50 | P |
| 25 | xxxxxxx | | 14APR06 | 20130801 | | #DIV/0! | | | | 4 | | 3 | | 3 | | 4 | | 4 | | 3 | 3.50 | P |
| | | | | | | #DIV/0! | | | | | | | | | | | | | | AVG | 3.85 | |

# Report Date

| # | LAST | FIRST | Report Date | DOR | FY 15 ZONE | LAST FITREP | | | Prof Exp (33) | | Cmd EO (34) | | Mil Bear (35) | | Tmwk (36) | | Miss Acc (37) | | Ldrshp (38) | | FITREP Avg. | Dir Rcmd. |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | | | | | | Trait Avg | Prom Rec | Forced Dist | Past | Pres | Past | Pres | Past | Pres | Past | Pres | Past | Pres | Past | Pres | | |
| 1 | xxxxxxx | | 11Dec30 | 20120401 | BZ | 4.00 | P | | 5 | 5 | 3 | 3 | 3 | 3 | 4 | 4 | 4 | 5 | 5 | 5 | 4.17 | EP |
| 2 | xxxxxxx | | 11Dec31 | 20120501 | BZ | 3.83 | MP | | 5 | 5 | 3 | 3 | 3 | 3 | 4 | 4 | 4 | 5 | 4 | 5 | 4.17 | EP |
| 3 | xxxxxxx | | 11Dec23 | 20110501 | IZ | 4.00 | EP | | 4 | 5 | 3 | 3 | 3 | 3 | 4 | 4 | 5 | 5 | 5 | 5 | 4.17 | EP |
| 4 | xxxxxxx | | 13APR03 | 20100901 | IZ | 3.83 | | | 4 | 4 | 3 | 3 | 3 | 3 | 4 | 4 | 5 | 5 | 4 | 5 | 4.00 | EP |
| 5 | xxxxxxx | | 12Apr27 | 20120701 | | 3.50 | P | | 4 | 5 | 3 | 3 | 3 | 3 | 4 | 4 | 4 | 5 | 3 | 4 | 4.00 | EP |
| 6 | xxxxxxx | | 13Apr22 | 20130501 | | 3.50 | P | | 4 | 4 | 3 | 3 | 3 | 3 | 4 | 4 | 4 | 5 | 3 | 5 | 4.00 | EP |
| 7 | xxxxxxx | | 13AUG29 | 20110501 | IZ | 3.83 | MP | | 5 | 5 | 3 | 3 | 3 | 3 | 4 | 5 | 4 | 4 | 4 | 4 | 4.00 | EP |
| 8 | xxxxxxx | | 14FEB19 | 20120601 | | #DIV/0! | | | | 5 | | 3 | | 3 | | 4 | | 5 | | 4 | 4.00 | MP |
| 9 | xxxxxxx | | 12Aug11 | 20130101 | | 3.67 | P | | 4 | 4 | 3 | 3 | 3 | 3 | 4 | 4 | 4 | 5 | 4 | 5 | 4.00 | MP |
| 10 | xxxxxxx | | 13APR22 | 20111001 | | #DIV/0! | | | | 4 | | 3 | | 3 | | 4 | | 5 | | 4 | 3.83 | MP |
| 11 | xxxxxxx | | 12DEC28 | | | #DIV/0! | | | | 4 | | 3 | | 3 | | 4 | | 5 | | 4 | 3.83 | MP |
| 12 | xxxxxxx | | 12Apr30 | 20120601 | | 3.67 | MP | | 4 | 5 | 3 | 3 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 3.83 | MP |
| 13 | xxxxxxx | | 12MAR30 | 20130501 | | 3.67 | P | | 4 | 5 | 3 | 3 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 3.83 | MP |
| 14 | xxxxxxx | | 12Apr13 | 20130501 | | 3.50 | P | | 4 | 4 | 3 | 3 | 3 | 3 | 4 | 4 | 4 | 5 | 3 | 4 | 3.83 | MP |
| 15 | xxxxxxx | | 13Apr12 | 20130701 | | 3.50 | P | | 4 | 4 | 3 | 3 | 3 | 3 | 4 | 5 | 4 | 4 | 3 | 4 | 3.83 | MP |
| 16 | xxxxxxx | | 13FEB20 | | | #DIV/0! | | | | 5 | | 3 | | 3 | | 4 | | 4 | | 4 | 3.83 | MP |
| 17 | xxxxxxx | | 13Aug20 | 20111001 | | #DIV/0! | | | | 4 | | 3 | | 3 | | 4 | | 5 | | 4 | 3.83 | P |
| 18 | xxxxxxx | | 14APR30 | 20110601 | BZ | #DIV/0! | | | | 4 | | 3 | | 3 | | 4 | | 4 | | 4 | 3.67 | P |
| 19 | xxxxxxx | | 13NOV30 | 20100901 | IZ | #DIV/0! | | | | 4 | | 3 | | 3 | | 4 | | 4 | | 4 | 3.67 | P |
| 20 | xxxxxxx | | 13APR06 | 20111001 | | 3.50 | | | 4 | 4 | 3 | 3 | 3 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 3.67 | P |
| 21 | xxxxxxx | | 13NOV29 | 20121201 | | | | | | 4 | | 3 | | 3 | | 4 | | 4 | | 4 | 3.67 | P |
| 22 | xxxxxxx | | 13May03 | 20121101 | | 3.67 | P | | 4 | 4 | 3 | 3 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 3.67 | P |
| 23 | xxxxxxx | | 14JAN30 | | | #DIV/0! | | | | 4 | | 3 | | 3 | | 4 | | 4 | | 3 | 3.50 | P |
| 24 | xxxxxxx | | 13NOV29 | | | #DIV/0! | | | | 4 | | 3 | | 3 | | 4 | | 4 | | 3 | 3.50 | P |
| 25 | xxxxxxx | | 14APR06 | 20130801 | | #DIV/0! | | | | 4 | | 3 | | 3 | | 4 | | 4 | | 3 | 3.50 | P |
| | | | | | | #DIV/0! | | | | | | | | | | | | | | AVG | 3.85 | |

# Date Reported to Command

| # | LAST | FIRST | Report Date | DOR | FY 15 ZONE | LAST FITREP | | | Prof Exp (33) | | Cmd EO (34) | | Mil Bear (35) | | Tmwk (36) | | Miss Acc (37) | | Ldrshp (38) | | FITREP Avg. | Dir Rcmd. |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | | | | | | Trait Avg | Prom Rec | Forced Dist | Past | Pres | Past | Pres | Past | Pres | Past | Pres | Past | Pres | Past | Pres | | |
| 1 | xxxxxxx | | 11Dec30 | 20120401 | BZ | 4.00 | P | | 5 | 5 | 3 | 3 | 3 | 3 | 4 | 4 | 4 | 5 | 5 | 5 | 4.17 | EP |
| 2 | xxxxxxx | | 11Dec31 | 20120501 | BZ | 3.83 | MP | | 5 | 5 | 3 | 3 | 3 | 3 | 4 | 4 | 4 | 5 | 4 | 5 | 4.17 | EP |
| 3 | xxxxxxx | | 11Dec23 | 20110501 | IZ | 4.00 | EP | | 4 | 5 | 3 | 3 | 3 | 3 | 4 | 4 | 5 | 5 | 5 | 5 | 4.17 | EP |
| 4 | xxxxxxx | | 13APR03 | 20100901 | IZ | 3.83 | | | 4 | 4 | 3 | 3 | 3 | 3 | 4 | 4 | 5 | 5 | 4 | 5 | 4.00 | EP |
| 5 | xxxxxxx | | 12Apr27 | 20120701 | | 3.50 | P | | 4 | 5 | 3 | 3 | 3 | 3 | 4 | 4 | 4 | 5 | 3 | 4 | 4.00 | EP |
| 6 | xxxxxxx | | 13Apr22 | 20130501 | | 3.50 | P | | 4 | 4 | 3 | 3 | 3 | 3 | 4 | 4 | 4 | 5 | 3 | 5 | 4.00 | EP |
| 7 | xxxxxxx | | 13AUG29 | 20110501 | IZ | 3.83 | MP | | 5 | 5 | 3 | 3 | 3 | 3 | 4 | 5 | 4 | 4 | 4 | 4 | 4.00 | EP |
| 8 | xxxxxxx | | 14FEB19 | 20120601 | | #DIV/0! | | | | 5 | | 3 | | 3 | | 4 | | 5 | | 4 | 4.00 | MP |
| 9 | xxxxxxx | | 12Aug11 | 20130101 | | 3.67 | P | | 4 | 4 | 3 | 3 | 3 | 3 | 4 | 4 | 4 | 5 | 4 | 5 | 4.00 | MP |
| 10 | xxxxxxx | | 13APR22 | 20111001 | | #DIV/0! | | | | 4 | | 3 | | 3 | | 4 | | 5 | | 4 | 3.83 | MP |
| 11 | xxxxxxx | | 12DEC28 | | | #DIV/0! | | | | 4 | | 3 | | 3 | | 4 | | 5 | | 4 | 3.83 | MP |
| 12 | xxxxxxx | | 12Apr30 | 20120601 | | 3.67 | MP | | 4 | 5 | 3 | 3 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 3.83 | MP |
| 13 | xxxxxxx | | 12MAR30 | 20130501 | | 3.67 | P | | 4 | 5 | 3 | 3 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 3.83 | MP |
| 14 | xxxxxxx | | 12Apr13 | 20130501 | | 3.50 | P | | 4 | 4 | 3 | 3 | 3 | 3 | 4 | 4 | 4 | 5 | 3 | 4 | 3.83 | MP |
| 15 | xxxxxxx | | 13Apr12 | 20130701 | | 3.50 | P | | 4 | 4 | 3 | 3 | 3 | 3 | 4 | 5 | 4 | 4 | 3 | 4 | 3.83 | MP |
| 16 | xxxxxxx | | 13FEB20 | | | #DIV/0! | | | | 5 | | 3 | | 3 | | 4 | | 4 | | 4 | 3.83 | MP |
| 17 | xxxxxxx | | 13Aug20 | 20111001 | | #DIV/0! | | | | 4 | | 3 | | 3 | | 4 | | 5 | | 4 | 3.83 | P |
| 18 | xxxxxxx | | 14APR30 | 20110601 | BZ | #DIV/0! | | | | 4 | | 3 | | 3 | | 4 | | 4 | | 4 | 3.67 | P |
| 19 | xxxxxxx | | 13NOV30 | 20100901 | IZ | #DIV/0! | | | | 4 | | 3 | | 3 | | 4 | | 4 | | 4 | 3.67 | P |
| 20 | xxxxxxx | | 13APR06 | 20111001 | | 3.50 | | | 4 | 4 | 3 | 3 | 3 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 3.67 | P |
| 21 | xxxxxxx | | 13NOV29 | 20121201 | | | | | | 4 | | 3 | | 3 | | 4 | | 4 | | 4 | 3.67 | P |
| 22 | xxxxxxx | | 13May03 | 20121101 | | 3.67 | P | | 4 | 4 | 3 | 3 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 3.67 | P |
| 23 | xxxxxxx | | 14JAN30 | | | #DIV/0! | | | | 4 | | 3 | | 3 | | 4 | | 4 | | 3 | 3.50 | P |
| 24 | xxxxxxx | | 13NOV29 | | | #DIV/0! | | | | 4 | | 3 | | 3 | | 4 | | 4 | | 3 | 3.50 | P |
| 25 | xxxxxxx | | 14APR06 | 20130801 | | #DIV/0! | | | | 4 | | 3 | | 3 | | 4 | | 4 | | 3 | 3.50 | P |
| | | | | | | #DIV/0! | | | | | | | | | | | | | | AVG | 3.85 | |

# Promotion Status

| # | LAST | FIRST | Report Date | DOR | FY 15 ZONE | LAST FITREP | | | Prof Exp (33) | | Cmd EO (34) | | Mil Bear (35) | | Tmwk (36) | | Miss Acc (37) | | Ldrshp (38) | | FITREP Avg. | Dir Rcmd. |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | | | | | | Trait Avg | Prom Rec | Forced Dist | Past | Pres | Past | Pres | Past | Pres | Past | Pres | Past | Pres | Past | Pres | | |
| 1 | xxxxxxx | | 11Dec30 | 20120401 | BZ | 4.00 | P | | 5 | 5 | 3 | 3 | 3 | 3 | 4 | 4 | 4 | 5 | 5 | 5 | 4.17 | EP |
| 2 | xxxxxxx | | 11Dec31 | 20120501 | BZ | 3.83 | MP | | 5 | 5 | 3 | 3 | 3 | 3 | 4 | 4 | 4 | 5 | 4 | 5 | 4.17 | EP |
| 3 | xxxxxxx | | 11Dec23 | 20110501 | IZ | 4.00 | EP | | 4 | 5 | 3 | 3 | 3 | 3 | 4 | 4 | 5 | 5 | 5 | 5 | 4.17 | EP |
| 4 | xxxxxxx | | 13APR03 | 20100901 | IZ | 3.83 | | | 4 | 4 | 3 | 3 | 3 | 3 | 4 | 4 | 5 | 5 | 4 | 5 | 4.00 | EP |
| 5 | xxxxxxx | | 12Apr27 | 20120701 | | 3.50 | P | | 4 | 5 | 3 | 3 | 3 | 3 | 4 | 4 | 4 | 5 | 3 | 4 | 4.00 | EP |
| 6 | xxxxxxx | | 13Apr22 | 20130501 | | 3.50 | P | | 4 | 4 | 3 | 3 | 3 | 3 | 4 | 4 | 4 | 5 | 3 | 5 | 4.00 | EP |
| 7 | xxxxxxx | | 13AUG29 | 20110501 | IZ | 3.83 | MP | | 5 | 5 | 3 | 3 | 3 | 3 | 4 | 5 | 4 | 4 | 4 | 4 | 4.00 | EP |
| 8 | xxxxxxx | | 14FEB19 | 20120601 | | #DIV/0! | | | | 5 | | 3 | | 3 | | 4 | | 5 | | 4 | 4.00 | MP |
| 9 | xxxxxxx | | 12Aug11 | 20130101 | | 3.67 | P | | 4 | 4 | 3 | 3 | 3 | 3 | 4 | 4 | 4 | 5 | 4 | 5 | 4.00 | MP |
| 10 | xxxxxxx | | 13APR22 | 20111001 | | #DIV/0! | | | | 4 | | 3 | | 3 | | 4 | | 5 | | 4 | 3.83 | MP |
| 11 | xxxxxxx | | 12DEC28 | | | #DIV/0! | | | | 4 | | 3 | | 3 | | 4 | | 5 | | 4 | 3.83 | MP |
| 12 | xxxxxxx | | 12Apr30 | 20120601 | | 3.67 | MP | | 4 | 5 | 3 | 3 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 3.83 | MP |
| 13 | xxxxxxx | | 12MAR30 | 20130501 | | 3.67 | P | | 4 | 5 | 3 | 3 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 3.83 | MP |
| 14 | xxxxxxx | | 12Apr13 | 20130501 | | 3.50 | P | | 4 | 4 | 3 | 3 | 3 | 3 | 4 | 4 | 4 | 5 | 3 | 4 | 3.83 | MP |
| 15 | xxxxxxx | | 13Apr12 | 20130701 | | 3.50 | P | | 4 | 4 | 3 | 3 | 3 | 3 | 4 | 5 | 4 | 4 | 3 | 4 | 3.83 | MP |
| 16 | xxxxxxx | | 13FEB20 | | | #DIV/0! | | | | 5 | | 3 | | 3 | | 4 | | 4 | | 4 | 3.83 | MP |
| 17 | xxxxxxx | | 13Aug20 | 20111001 | | #DIV/0! | | | | 4 | | 3 | | 3 | | 4 | | 5 | | 4 | 3.83 | P |
| 18 | xxxxxxx | | 14APR30 | 20110601 | BZ | #DIV/0! | | | | 4 | | 3 | | 3 | | 4 | | 4 | | 4 | 3.67 | P |
| 19 | xxxxxxx | | 13NOV30 | 20100901 | IZ | #DIV/0! | | | | 4 | | 3 | | 3 | | 4 | | 4 | | 4 | 3.67 | P |
| 20 | xxxxxxx | | 13APR06 | 20111001 | | 3.50 | | | 4 | 4 | 3 | 3 | 3 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 3.67 | P |
| 21 | xxxxxxx | | 13NOV29 | 20121201 | | | | | | 4 | | 3 | | 3 | | 4 | | 4 | | 4 | 3.67 | P |
| 22 | xxxxxxx | | 13May03 | 20121101 | | 3.67 | P | | 4 | 4 | 3 | 3 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 3.67 | P |
| 23 | xxxxxxx | | 14JAN30 | | | #DIV/0! | | | | 4 | | 3 | | 3 | | 4 | | 4 | | 3 | 3.50 | P |
| 24 | xxxxxxx | | 13NOV29 | | | #DIV/0! | | | | 4 | | 3 | | 3 | | 4 | | 4 | | 3 | 3.50 | P |
| 25 | xxxxxxx | | 14APR06 | 20130801 | | #DIV/0! | | | | 4 | | 3 | | 3 | | 4 | | 4 | | 3 | 3.50 | P |
| | | | | | | #DIV/0! | | | | | | | | | | | | | | AVG | 3.85 | |

# Last FitRep

| # | LAST | FIRST | Report Date | DOR | FY 15 ZONE | LAST FITREP | | | Prof Exp (33) | | Cmd EO (34) | | Mil Bear (35) | | Tmwk (36) | | Miss Acc (37) | | Ldrshp (38) | | FITREP Avg. | Dir Rcmd. |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | | | | | | Trait Avg | Prom Rec | Forced Dist | Past | Pres | Past | Pres | Past | Pres | Past | Pres | Past | Pres | Past | Pres | | |
| 1 | xxxxxxx | | 11Dec30 | 20120401 | BZ | 4.00 | P | | 5 | 5 | 3 | 3 | 3 | 3 | 4 | 4 | 4 | 5 | 5 | 5 | 4.17 | EP |
| 2 | xxxxxxx | | 11Dec31 | 20120501 | BZ | 3.83 | MP | | 5 | 5 | 3 | 3 | 3 | 3 | 4 | 4 | 4 | 5 | 4 | 5 | 4.17 | EP |
| 3 | xxxxxxx | | 11Dec23 | 20110501 | IZ | 4.00 | EP | | 4 | 5 | 3 | 3 | 3 | 3 | 4 | 4 | 5 | 5 | 5 | 5 | 4.17 | EP |
| 4 | xxxxxxx | | 13APR03 | 20100901 | IZ | 3.83 | | | 4 | 4 | 3 | 3 | 3 | 3 | 4 | 4 | 5 | 5 | 4 | 5 | 4.00 | EP |
| 5 | xxxxxxx | | 12Apr27 | 20120701 | | 3.50 | P | | 4 | 5 | 3 | 3 | 3 | 3 | 4 | 4 | 4 | 5 | 3 | 4 | 4.00 | EP |
| 6 | xxxxxxx | | 13Apr22 | 20130501 | | 3.50 | P | | 4 | 4 | 3 | 3 | 3 | 3 | 4 | 4 | 4 | 5 | 3 | 5 | 4.00 | EP |
| 7 | xxxxxxx | | 13AUG29 | 20110501 | IZ | 3.83 | MP | | 5 | 5 | 3 | 3 | 3 | 3 | 4 | 5 | 4 | 4 | 4 | 4 | 4.00 | EP |
| 8 | xxxxxxx | | 14FEB19 | 20120601 | | #DIV/0! | | | | 5 | | 3 | | 3 | | 4 | | 5 | | 4 | 4.00 | MP |
| 9 | xxxxxxx | | 12Aug11 | 20130101 | | 3.67 | P | | 4 | 4 | 3 | 3 | 3 | 3 | 4 | 4 | 4 | 5 | 4 | 5 | 4.00 | MP |
| 10 | xxxxxxx | | 13APR22 | 20111001 | | #DIV/0! | | | | 4 | | 3 | | 3 | | 4 | | 5 | | 4 | 3.83 | MP |
| 11 | xxxxxxx | | 12DEC28 | | | #DIV/0! | | | | 4 | | 3 | | 3 | | 4 | | 5 | | 4 | 3.83 | MP |
| 12 | xxxxxxx | | 12Apr30 | 20120601 | | 3.67 | MP | | 4 | 5 | 3 | 3 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 3.83 | MP |
| 13 | xxxxxxx | | 12MAR30 | 20130501 | | 3.67 | P | | 4 | 5 | 3 | 3 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 3.83 | MP |
| 14 | xxxxxxx | | 12Apr13 | 20130501 | | 3.50 | P | | 4 | 4 | 3 | 3 | 3 | 3 | 4 | 4 | 4 | 5 | 3 | 4 | 3.83 | MP |
| 15 | xxxxxxx | | 13Apr12 | 20130701 | | 3.50 | P | | 4 | 4 | 3 | 3 | 3 | 3 | 4 | 5 | 4 | 4 | 3 | 4 | 3.83 | MP |
| 16 | xxxxxxx | | 13FEB20 | | | #DIV/0! | | | | 5 | | 3 | | 3 | | 4 | | 4 | | 4 | 3.83 | MP |
| 17 | xxxxxxx | | 13Aug20 | 20111001 | | #DIV/0! | | | | 4 | | 3 | | 3 | | 4 | | 5 | | 4 | 3.83 | P |
| 18 | xxxxxxx | | 14APR30 | 20110601 | BZ | #DIV/0! | | | | 4 | | 3 | | 3 | | 4 | | 4 | | 4 | 3.67 | P |
| 19 | xxxxxxx | | 13NOV30 | 20100901 | IZ | #DIV/0! | | | | 4 | | 3 | | 3 | | 4 | | 4 | | 4 | 3.67 | P |
| 20 | xxxxxxx | | 13APR06 | 20111001 | | 3.50 | | | 4 | 4 | 3 | 3 | 3 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 3.67 | P |
| 21 | xxxxxxx | | 13NOV29 | 20121201 | | | | | | 4 | | 3 | | 3 | | 4 | | 4 | | 4 | 3.67 | P |
| 22 | xxxxxxx | | 13May03 | 20121101 | | 3.67 | P | | 4 | 4 | 3 | 3 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 3.67 | P |
| 23 | xxxxxxx | | 14JAN30 | | | #DIV/0! | | | | 4 | | 3 | | 3 | | 4 | | 4 | | 3 | 3.50 | P |
| 24 | xxxxxxx | | 13NOV29 | | | #DIV/0! | | | | 4 | | 3 | | 3 | | 4 | | 4 | | 3 | 3.50 | P |
| 25 | xxxxxxx | | 14APR06 | 20130801 | | #DIV/0! | | | | 4 | | 3 | | 3 | | 4 | | 4 | | 3 | 3.50 | P |
| | | | | | | #DIV/0! | | | | | | | | | | | | | | AVG | 3.85 | |

# Individual Marks

| # | LAST | FIRST | Report Date | DOR | FY 15 ZONE | LAST FITREP | | | Prof Exp (33) | | Cmd EO (34) | | Mil Bear (35) | | Tmwk (36) | | Miss Acc (37) | | Ldrshp (38) | | FITREP Avg. | Dir Rcmd. |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | | | | | | Trait Avg | Prom Rec | Forced Dist | Past | Pres | Past | Pres | Past | Pres | Past | Pres | Past | Pres | Past | Pres | | |
| 1 | xxxxxxx | | 11Dec30 | 20120401 | BZ | 4.00 | P | | 5 | 5 | 3 | 3 | 3 | 3 | 4 | 4 | 4 | 5 | 5 | 5 | 4.17 | EP |
| 2 | xxxxxxx | | 11Dec31 | 20120501 | BZ | 3.83 | MP | | 5 | 5 | 3 | 3 | 3 | 3 | 4 | 4 | 4 | 5 | 4 | 5 | 4.17 | EP |
| 3 | xxxxxxx | | 11Dec23 | 20110501 | IZ | 4.00 | EP | | 4 | 5 | 3 | 3 | 3 | 3 | 4 | 4 | 5 | 5 | 5 | 5 | 4.17 | EP |
| 4 | xxxxxxx | | 13APR03 | 20100901 | IZ | 3.83 | | | 4 | 4 | 3 | 3 | 3 | 3 | 4 | 4 | 5 | 5 | 4 | 5 | 4.00 | EP |
| 5 | xxxxxxx | | 12Apr27 | 20120701 | | 3.50 | P | | 4 | 5 | 3 | 3 | 3 | 3 | 4 | 4 | 4 | 5 | 3 | 4 | 4.00 | EP |
| 6 | xxxxxxx | | 13Apr22 | 20130501 | | 3.50 | P | | 4 | 4 | 3 | 3 | 3 | 3 | 4 | 4 | 4 | 5 | 3 | 5 | 4.00 | EP |
| 7 | xxxxxxx | | 13AUG29 | 20110501 | IZ | 3.83 | MP | | 5 | 5 | 3 | 3 | 3 | 3 | 4 | 5 | 4 | 4 | 4 | 4 | 4.00 | EP |
| 8 | xxxxxxx | | 14FEB19 | 20120601 | | #DIV/0! | | | | 5 | | 3 | | 3 | | 4 | | 5 | | 4 | 4.00 | MP |
| 9 | xxxxxxx | | 12Aug11 | 20130101 | | 3.67 | P | | 4 | 4 | 3 | 3 | 3 | 3 | 4 | 4 | 4 | 5 | 4 | 5 | 4.00 | MP |
| 10 | xxxxxxx | | 13APR22 | 20111001 | | #DIV/0! | | | | 4 | | 3 | | 3 | | 4 | | 5 | | 4 | 3.83 | MP |
| 11 | xxxxxxx | | 12DEC28 | | | #DIV/0! | | | | 4 | | 3 | | 3 | | 4 | | 5 | | 4 | 3.83 | MP |
| 12 | xxxxxxx | | 12Apr30 | 20120601 | | 3.67 | MP | | 4 | 5 | 3 | 3 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 3.83 | MP |
| 13 | xxxxxxx | | 12MAR30 | 20130501 | | 3.67 | P | | 4 | 5 | 3 | 3 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 3.83 | MP |
| 14 | xxxxxxx | | 12Apr13 | 20130501 | | 3.50 | P | | 4 | 4 | 3 | 3 | 3 | 3 | 4 | 4 | 4 | 5 | 3 | 4 | 3.83 | MP |
| 15 | xxxxxxx | | 13Apr12 | 20130701 | | 3.50 | P | | 4 | 4 | 3 | 3 | 3 | 3 | 4 | 5 | 4 | 4 | 3 | 4 | 3.83 | MP |
| 16 | xxxxxxx | | 13FEB20 | | | #DIV/0! | | | | 5 | | 3 | | 3 | | 4 | | 4 | | 4 | 3.83 | MP |
| 17 | xxxxxxx | | 13Aug20 | 20111001 | | #DIV/0! | | | | 4 | | 3 | | 3 | | 4 | | 5 | | 4 | 3.83 | P |
| 18 | xxxxxxx | | 14APR30 | 20110601 | BZ | #DIV/0! | | | | 4 | | 3 | | 3 | | 4 | | 4 | | 4 | 3.67 | P |
| 19 | xxxxxxx | | 13NOV30 | 20100901 | IZ | #DIV/0! | | | | 4 | | 3 | | 3 | | 4 | | 4 | | 4 | 3.67 | P |
| 20 | xxxxxxx | | 13APR06 | 20111001 | | 3.50 | | | 4 | 4 | 3 | 3 | 3 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 3.67 | P |
| 21 | xxxxxxx | | 13NOV29 | 20121201 | | | | | | 4 | | 3 | | 3 | | 4 | | 4 | | 4 | 3.67 | P |
| 22 | xxxxxxx | | 13May03 | 20121101 | | 3.67 | P | | 4 | 4 | 3 | 3 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 3.67 | P |
| 23 | xxxxxxx | | 14JAN30 | | | #DIV/0! | | | | 4 | | 3 | | 3 | | 4 | | 4 | | 3 | 3.50 | P |
| 24 | xxxxxxx | | 13NOV29 | | | #DIV/0! | | | | 4 | | 3 | | 3 | | 4 | | 4 | | 3 | 3.50 | P |
| 25 | xxxxxxx | | 14APR06 | 20130801 | | #DIV/0! | | | | 4 | | 3 | | 3 | | 4 | | 4 | | 3 | 3.50 | P |
| | | | | | | #DIV/0! | | | | | | | | | | | | | | AVG | 3.85 | |

# FitRep Average

| # | LAST | FIRST | Report Date | DOR | FY 15 ZONE | LAST FITREP | | | Prof Exp (33) | | Cmd EO (34) | | Mil Bear (35) | | Tmwk (36) | | Miss Acc (37) | | Ldrshp (38) | | FITREP Avg. | Dir Rcmd. |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | | | | | | Trait Avg | Prom Rec | Forced Dist | Past | Pres | Past | Pres | Past | Pres | Past | Pres | Past | Pres | Past | Pres | | |
| 1 | xxxxxxx | | 11Dec30 | 20120401 | BZ | 4.00 | P | | 5 | 5 | 3 | 3 | 3 | 3 | 4 | 4 | 4 | 5 | 5 | 5 | 4.17 | EP |
| 2 | xxxxxxx | | 11Dec31 | 20120501 | BZ | 3.83 | MP | | 5 | 5 | 3 | 3 | 3 | 3 | 4 | 4 | 4 | 5 | 4 | 5 | 4.17 | EP |
| 3 | xxxxxxx | | 11Dec23 | 20110501 | IZ | 4.00 | EP | | 4 | 5 | 3 | 3 | 3 | 3 | 4 | 4 | 5 | 5 | 5 | 5 | 4.17 | EP |
| 4 | xxxxxxx | | 13APR03 | 20100901 | IZ | 3.83 | | | 4 | 4 | 3 | 3 | 3 | 3 | 4 | 4 | 5 | 5 | 4 | 5 | 4.00 | EP |
| 5 | xxxxxxx | | 12Apr27 | 20120701 | | 3.50 | P | | 4 | 5 | 3 | 3 | 3 | 3 | 4 | 4 | 4 | 5 | 3 | 4 | 4.00 | EP |
| 6 | xxxxxxx | | 13Apr22 | 20130501 | | 3.50 | P | | 4 | 4 | 3 | 3 | 3 | 3 | 4 | 4 | 4 | 5 | 3 | 5 | 4.00 | EP |
| 7 | xxxxxxx | | 13AUG29 | 20110501 | IZ | 3.83 | MP | | 5 | 5 | 3 | 3 | 3 | 3 | 4 | 5 | 4 | 4 | 4 | 4 | 4.00 | EP |
| 8 | xxxxxxx | | 14FEB19 | 20120601 | | #DIV/0! | | | | 5 | | 3 | | 3 | | 4 | | 5 | | 4 | 4.00 | MP |
| 9 | xxxxxxx | | 12Aug11 | 20130101 | | 3.67 | P | | 4 | 4 | 3 | 3 | 3 | 3 | 4 | 4 | 4 | 5 | 4 | 5 | 4.00 | MP |
| 10 | xxxxxxx | | 13APR22 | 20111001 | | #DIV/0! | | | | 4 | | 3 | | 3 | | 4 | | 5 | | 4 | 3.83 | MP |
| 11 | xxxxxxx | | 12DEC28 | | | #DIV/0! | | | | 4 | | 3 | | 3 | | 4 | | 5 | | 4 | 3.83 | MP |
| 12 | xxxxxxx | | 12Apr30 | 20120601 | | 3.67 | MP | | 4 | 5 | 3 | 3 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 3.83 | MP |
| 13 | xxxxxxx | | 12MAR30 | 20130501 | | 3.67 | P | | 4 | 5 | 3 | 3 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 3.83 | MP |
| 14 | xxxxxxx | | 12Apr13 | 20130501 | | 3.50 | P | | 4 | 4 | 3 | 3 | 3 | 3 | 4 | 4 | 4 | 5 | 3 | 4 | 3.83 | MP |
| 15 | xxxxxxx | | 13Apr12 | 20130701 | | 3.50 | P | | 4 | 4 | 3 | 3 | 3 | 3 | 4 | 5 | 4 | 4 | 3 | 4 | 3.83 | MP |
| 16 | xxxxxxx | | 13FEB20 | | | #DIV/0! | | | | 5 | | 3 | | 3 | | 4 | | 4 | | 4 | 3.83 | MP |
| 17 | xxxxxxx | | 13Aug20 | 20111001 | | #DIV/0! | | | | 4 | | 3 | | 3 | | 4 | | 5 | | 4 | 3.83 | P |
| 18 | xxxxxxx | | 14APR30 | 20110601 | BZ | #DIV/0! | | | | 4 | | 3 | | 3 | | 4 | | 4 | | 4 | 3.67 | P |
| 19 | xxxxxxx | | 13NOV30 | 20100901 | IZ | #DIV/0! | | | | 4 | | 3 | | 3 | | 4 | | 4 | | 4 | 3.67 | P |
| 20 | xxxxxxx | | 13APR06 | 20111001 | | 3.50 | | | 4 | 4 | 3 | 3 | 3 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 3.67 | P |
| 21 | xxxxxxx | | 13NOV29 | 20121201 | | | | | | 4 | | 3 | | 3 | | 4 | | 4 | | 4 | 3.67 | P |
| 22 | xxxxxxx | | 13May03 | 20121101 | | 3.67 | P | | 4 | 4 | 3 | 3 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 3.67 | P |
| 23 | xxxxxxx | | 14JAN30 | | | #DIV/0! | | | | 4 | | 3 | | 3 | | 4 | | 4 | | 3 | 3.50 | P |
| 24 | xxxxxxx | | 13NOV29 | | | #DIV/0! | | | | 4 | | 3 | | 3 | | 4 | | 4 | | 3 | 3.50 | P |
| 25 | xxxxxxx | | 14APR06 | 20130801 | | #DIV/0! | | | | 4 | | 3 | | 3 | | 4 | | 4 | | 3 | 3.50 | P |
| | | | | | | #DIV/0! | | | | | | | | | | | | | | AVG | 3.85 | |

# Recommendation

| # | LAST | FIRST | Report Date | DOR | FY 15 ZONE | LAST FITREP | | | Prof Exp (33) | | Cmd EO (34) | | Mil Bear (35) | | Tmwk (36) | | Miss Acc (37) | | Ldrshp (38) | | FITREP Avg. | Dir Rcmd. |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | | | | | | Trait Avg | Prom Rec | Forced Dist | Past | Pres | Past | Pres | Past | Pres | Past | Pres | Past | Pres | Past | Pres | | |
| 1 | xxxxxxx | | 11Dec30 | 20120401 | BZ | 4.00 | P | | 5 | 5 | 3 | 3 | 3 | 3 | 4 | 4 | 4 | 5 | 5 | 5 | 4.17 | EP |
| 2 | xxxxxxx | | 11Dec31 | 20120501 | BZ | 3.83 | MP | | 5 | 5 | 3 | 3 | 3 | 3 | 4 | 4 | 4 | 5 | 4 | 5 | 4.17 | EP |
| 3 | xxxxxxx | | 11Dec23 | 20110501 | IZ | 4.00 | EP | | 4 | 5 | 3 | 3 | 3 | 3 | 4 | 4 | 5 | 5 | 5 | 5 | 4.17 | EP |
| 4 | xxxxxxx | | 13APR03 | 20100901 | IZ | 3.83 | | | 4 | 4 | 3 | 3 | 3 | 3 | 4 | 4 | 5 | 5 | 4 | 5 | 4.00 | EP |
| 5 | xxxxxxx | | 12Apr27 | 20120701 | | 3.50 | P | | 4 | 5 | 3 | 3 | 3 | 3 | 4 | 4 | 4 | 5 | 3 | 4 | 4.00 | EP |
| 6 | xxxxxxx | | 13Apr22 | 20130501 | | 3.50 | P | | 4 | 4 | 3 | 3 | 3 | 3 | 4 | 4 | 4 | 5 | 3 | 5 | 4.00 | EP |
| 7 | xxxxxxx | | 13AUG29 | 20110501 | IZ | 3.83 | MP | | 5 | 5 | 3 | 3 | 3 | 3 | 4 | 5 | 4 | 4 | 4 | 4 | 4.00 | MP |
| 8 | xxxxxxx | | 14FEB19 | 20120601 | | #DIV/0! | | | | 5 | | 3 | | 3 | | 4 | | 5 | | 4 | 4.00 | MP |
| 9 | xxxxxxx | | 12Aug11 | 20130101 | | 3.67 | P | | 4 | 4 | 3 | 3 | 3 | 3 | 4 | 4 | 4 | 5 | 4 | 5 | 4.00 | MP |
| 10 | xxxxxxx | | 13APR22 | 20111001 | | #DIV/0! | | | | 4 | | 3 | | 3 | | 4 | | 5 | | 4 | 3.83 | MP |
| 11 | xxxxxxx | | 12DEC28 | | | #DIV/0! | | | | 4 | | 3 | | 3 | | 4 | | 5 | | 4 | 3.83 | MP |
| 12 | xxxxxxx | | 12Apr30 | 20120601 | | 3.67 | MP | | 4 | 5 | 3 | 3 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 3.83 | MP |
| 13 | xxxxxxx | | 12MAR30 | 20130501 | | 3.67 | P | | 4 | 5 | 3 | 3 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 3.83 | MP |
| 14 | xxxxxxx | | 12Apr13 | 20130501 | | 3.50 | P | | 4 | 4 | 3 | 3 | 3 | 3 | 4 | 4 | 4 | 5 | 3 | 4 | 3.83 | MP |
| 15 | xxxxxxx | | 13Apr12 | 20130701 | | 3.50 | P | | 4 | 4 | 3 | 3 | 3 | 3 | 4 | 5 | 4 | 4 | 3 | 4 | 3.83 | MP |
| 16 | xxxxxxx | | 13FEB20 | | | #DIV/0! | | | | 5 | | 3 | | 3 | | 4 | | 4 | | 4 | 3.83 | MP |
| 17 | xxxxxxx | | 13Aug20 | 20111001 | | #DIV/0! | | | | 4 | | 3 | | 3 | | 4 | | 5 | | 4 | 3.83 | P |
| 18 | xxxxxxx | | 14APR30 | 20110601 | BZ | #DIV/0! | | | | 4 | | 3 | | 3 | | 4 | | 4 | | 4 | 3.67 | P |
| 19 | xxxxxxx | | 13NOV30 | 20100901 | IZ | #DIV/0! | | | | 4 | | 3 | | 3 | | 4 | | 4 | | 4 | 3.67 | P |
| 20 | xxxxxxx | | 13APR06 | 20111001 | | 3.50 | | | 4 | 4 | 3 | 3 | 3 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 3.67 | P |
| 21 | xxxxxxx | | 13NOV29 | 20121201 | | | | | | 4 | | 3 | | 3 | | 4 | | 4 | | 4 | 3.67 | P |
| 22 | xxxxxxx | | 13May03 | 20121101 | | 3.67 | P | | 4 | 4 | 3 | 3 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 3.67 | P |
| 23 | xxxxxxx | | 14JAN30 | | | #DIV/0! | | | | 4 | | 3 | | 3 | | 4 | | 4 | | 3 | 3.50 | P |
| 24 | xxxxxxx | | 13NOV29 | | | #DIV/0! | | | | 4 | | 3 | | 3 | | 4 | | 4 | | 3 | 3.50 | P |
| 25 | xxxxxxx | | 14APR06 | 20130801 | | #DIV/0! | | | | 4 | | 3 | | 3 | | 4 | | 4 | | 3 | 3.50 | P |
| | | | | | | #DIV/0! | | | | | | | | | | | | | | AVG | 3.85 | |

- Once we feel that the marks are what we think accurately reflects the performance of the individuals we must look at the EP/MP limits.
- Lets say the ranking board table is for O-4s. There are 6 EPs and 10 MPs of the 25 officers.

## MAXIMUM LIMITS ON "EARLY PROMOTE" AND "MUST PROMOTE" RECOMMENDATIONS

| Summary Group Size | Early Promote | Must Promote (May be increased by one for each Early Promote recommendation not used) | | | | Promotable |
|---|---|---|---|---|---|---|
| | E1-E9 LDO O1/O2 O3-O6 | E1-E5 W2 LDO O1-O2 O3 | E6 | E7-E9 W3-W5 O4 | O5-O6 | O1-O2 (ALL EXCEPT LDO) |
| 1 | 1 | | | | | |
| 2 | 1 | No Limit | 1 | 1 | 1 | No Limit |
| 3 | 1 | | 1 | 1 | 1 | |
| 4 | 1 | | 2 | 1 | 1 | |
| 5 | 1 | | 2 | 2 | 1 | |
| 6 | 2 | | 2 | 1 | 1 | |
| 7 | 2 | | 3 | 2 | 1 | |
| 8 | 2 | | 3 | 2 | 2 | |
| 9 | 2 | | 4 | 3 | 2 | |
| 10 | 2 | | 4 | 3 | 2 | |
| 11 | 3 | | 4 | 3 | 2 | |
| 12 | 3 | | 5 | 3 | 2 | |
| 13 | 3 | | 5 | 4 | 3 | |
| 14 | 3 | | 6 | 4 | 3 | |
| 15 | 3 | | 6 | 5 | 3 | |
| 16 | 4 | | 6 | 4 | 3 | |
| 17 | 4 | | 7 | 5 | 3 | |
| 18 | 4 | | 7 | 5 | 4 | |
| 19 | 4 | | 8 | 6 | 4 | |
| 20 | 4 | | 8 | 6 | 4 | |
| 21 | 5 | | 8 | 6 | 4 | |
| 22 | 5 | | 9 | 6 | 4 | |
| 23 | 5 | | 9 | 7 | 5 | |
| 24 | 5 | | 10 | 7 | 5 | |
| 25 | 5 | | 10 | 8 | 5 | |
| 26 | 6 | | 10 | 7 | 5 | |
| 27 | 6 | | 11 | 8 | 5 | |
| 28 | 6 | | 11 | 8 | 6 | |
| 29 | 6 | | 12 | 9 | 6 | |
| 30 | 6 | | 12 | 9 | 6 | |

# Who had an EP from the last cycle?
# Who is on their last cycle at this command?

| # | LAST | FIRST | Report Date | DOR | FY 15 ZONE | LAST FITREP | | | Prof Exp (33) | | Cmd EO (34) | | Mil Bear (35) | | Tmwk (36) | | Miss Acc (37) | | Ldrshp (38) | | FITREP Avg. | Dir Rcmd. |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | | | | | | Trait Avg | Prom Rec | Forced Dist | Past | Pres | Past | Pres | Past | Pres | Past | Pres | Past | Pres | Past | Pres | | |
| 1 | xxxxxxx | | 11Dec30 | 20120401 | BZ | 4.00 | P | | 5 | 5 | 3 | 4 | 3 | 3 | 4 | 4 | 4 | 5 | 5 | 5 | 4.33 | EP |
| 2 | xxxxxxx | | 11Dec31 | 20120501 | BZ | 3.83 | MP | | 5 | 5 | 3 | 3 | 3 | 3 | 4 | 4 | 4 | 5 | 4 | 5 | 4.17 | EP |
| 3 | xxxxxxx | | 11Dec23 | 20110501 | IZ | 4.00 | EP | | 4 | 5 | 3 | 3 | 3 | 3 | 4 | 4 | 5 | 5 | 5 | 5 | 4.17 | EP |
| 4 | xxxxxxx | | 13APR03 | 20100901 | IZ | 3.83 | | | 4 | 4 | 3 | 3 | 3 | 3 | 4 | 4 | 5 | 5 | 4 | 5 | 4.00 | EP |
| 5 | xxxxxxx | | 12Apr27 | 20120701 | | 3.50 | P | | 4 | 5 | 3 | 3 | 3 | 3 | 4 | 4 | 4 | 5 | 3 | 4 | 4.00 | EP |
| 6 | xxxxxxx | | 13Apr22 | 20130501 | | 3.50 | P | | 4 | 4 | 3 | 3 | 3 | 3 | 4 | 4 | 4 | 5 | 3 | 5 | 4.00 | MP |
| 7 | xxxxxxx | | 13AUG29 | 20110501 | IZ | 3.83 | MP | | 5 | 5 | 3 | 3 | 3 | 3 | 4 | 5 | 4 | 4 | 4 | 4 | 4.00 | MP |
| 8 | xxxxxxx | | 14FEB19 | 20120601 | | #DIV/0! | | | | 5 | | 3 | | 3 | | 4 | | 5 | | 4 | 4.00 | MP |
| 9 | xxxxxxx | | 12Aug11 | 20130101 | | 3.67 | P | | 4 | 4 | 3 | 3 | 3 | 3 | 4 | 4 | 4 | 5 | 4 | 5 | 4.00 | MP |
| 10 | xxxxxxx | | 13APR22 | 20111001 | | #DIV/0! | | | | 4 | | 3 | | 3 | | 4 | | 5 | | 4 | 3.83 | MP |
| 11 | xxxxxxx | | 12DEC28 | | | #DIV/0! | | | | 4 | | 3 | | 3 | | 4 | | 5 | | 4 | 3.83 | MP |
| 12 | xxxxxxx | | 12Apr30 | 20120601 | | 3.67 | MP | | 4 | 5 | 3 | 3 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 3.83 | MP |
| 13 | xxxxxxx | | 12MAR30 | 20130501 | | 3.67 | P | | 4 | 5 | 3 | 3 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 3.83 | MP |
| 14 | xxxxxxx | | 12Apr13 | 20130501 | | 3.50 | P | | 4 | 4 | 3 | 3 | 3 | 3 | 4 | 4 | 4 | 5 | 3 | 4 | 3.83 | MP |
| 15 | xxxxxxx | | 13Apr12 | 20130701 | | 3.50 | P | | 4 | 4 | 3 | 3 | 3 | 3 | 4 | 5 | 4 | 4 | 3 | 4 | 3.83 | MP |
| 16 | xxxxxxx | | 13FEB20 | | | #DIV/0! | | | | 5 | | 3 | | 3 | | 4 | | 4 | | 4 | 3.83 | MP |
| 17 | xxxxxxx | | 13Aug20 | 20111001 | | #DIV/0! | | | | 4 | | 3 | | 3 | | 4 | | 5 | | 4 | 3.83 | P |
| 18 | xxxxxxx | | 14APR30 | 20110601 | BZ | #DIV/0! | | | | 4 | | 3 | | 3 | | 4 | | 4 | | 4 | 3.67 | P |
| 19 | xxxxxxx | | 13NOV30 | 20100901 | IZ | #DIV/0! | | | | 4 | | 3 | | 3 | | 4 | | 4 | | 4 | 3.67 | P |
| 20 | xxxxxxx | | 13APR06 | 20111001 | | 3.50 | | | 4 | 4 | 3 | 3 | 3 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 3.67 | P |
| 21 | xxxxxxx | | 13NOV29 | 20121201 | | | | | | 4 | | 3 | | 3 | | 4 | | 4 | | 4 | 3.67 | P |
| 22 | xxxxxxx | | 13May03 | 20121101 | | 3.67 | P | | 4 | 4 | 3 | 3 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 3.67 | P |
| 23 | xxxxxxx | | 14JAN30 | | | #DIV/0! | | | | 4 | | 3 | | 3 | | 4 | | 4 | | 3 | 3.50 | P |
| 24 | xxxxxxx | | 13NOV29 | | | #DIV/0! | | | | 4 | | 3 | | 3 | | 4 | | 4 | | 3 | 3.50 | P |
| 25 | xxxxxxx | | 14APR06 | 20130801 | | #DIV/0! | | | | 4 | | 3 | | 3 | | 4 | | 4 | | 3 | 3.50 | P |
| | | | | | | #DIV/0! | | | | | | | | | | | | | | AVG | 3.85 | |

# Who is in zone or close to in zone?

| # | LAST | FIRST | Report Date | DOR | FY 15 ZONE | LAST FITREP | | | Prof Exp (33) | | Cmd EO (34) | | Mil Bear (35) | | Tmwk (36) | | Miss Acc (37) | | Ldrshp (38) | | FITREP Avg. | Dir Rcmd. |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | | | | | | Trait Avg | Prom Rec | Forced Dist | Past | Pres | Past | Pres | Past | Pres | Past | Pres | Past | Pres | Past | Pres | | |
| 1 | xxxxxxx | | 11Dec30 | 20120401 | BZ | 4.00 | P | | 5 | 5 | 3 | 3 | 3 | 3 | 4 | 4 | 4 | 5 | 5 | 5 | 4.17 | EP |
| 2 | xxxxxxx | | 11Dec31 | 20120501 | BZ | 3.83 | MP | | 5 | 5 | 3 | 3 | 3 | 3 | 4 | 4 | 4 | 5 | 4 | 5 | 4.17 | EP |
| 3 | xxxxxxx | | 11Dec23 | 20110501 | IZ | 4.00 | EP | | 4 | 5 | 3 | 3 | 3 | 3 | 4 | 4 | 5 | 5 | 5 | 5 | 4.17 | EP |
| 4 | xxxxxxx | | 13APR03 | 20100901 | IZ | 3.83 | | | 4 | 4 | 3 | 3 | 3 | 3 | 4 | 4 | 5 | 5 | 4 | 5 | 4.00 | EP |
| 5 | xxxxxxx | | 12Apr27 | 20120701 | | 3.50 | P | | 4 | 5 | 3 | 3 | 3 | 3 | 4 | 4 | 4 | 5 | 3 | 4 | 4.00 | EP |
| 6 | xxxxxxx | | 13Apr22 | 20130501 | | 3.50 | P | | 4 | 4 | 3 | 3 | 3 | 3 | 4 | 4 | 4 | 5 | 3 | 5 | 4.00 | MP |
| 7 | xxxxxxx | | 13AUG29 | 20110501 | IZ | 3.83 | MP | | 5 | 5 | 3 | 3 | 3 | 3 | 4 | 5 | 4 | 4 | 4 | 4 | 4.00 | MP |
| 8 | xxxxxxx | | 14FEB19 | 20120601 | | #DIV/0! | | | | 5 | | 3 | | 3 | | 4 | | 5 | | 4 | 4.00 | MP |
| 9 | xxxxxxx | | 12Aug11 | 20130101 | | 3.67 | P | | 4 | 4 | 3 | 3 | 3 | 3 | 4 | 4 | 4 | 5 | 4 | 5 | 4.00 | MP |
| 10 | xxxxxxx | | 13APR22 | 20111001 | | #DIV/0! | | | | 4 | | 3 | | 3 | | 4 | | 5 | | 4 | 3.83 | MP |
| 11 | xxxxxxx | | 12DEC28 | | | #DIV/0! | | | | 4 | | 3 | | 3 | | 4 | | 5 | | 4 | 3.83 | MP |
| 12 | xxxxxxx | | 12Apr30 | 20120601 | | 3.67 | MP | | 4 | 5 | 3 | 3 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 3.83 | MP |
| 13 | xxxxxxx | | 12MAR30 | 20130501 | | 3.67 | P | | 4 | 5 | 3 | 3 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 3.83 | MP |
| 14 | xxxxxxx | | 12Apr13 | 20130501 | | 3.50 | P | | 4 | 4 | 3 | 3 | 3 | 3 | 4 | 4 | 4 | 5 | 3 | 4 | 3.83 | MP |
| 15 | xxxxxxx | | 13Apr12 | 20130701 | | 3.50 | P | | 4 | 4 | 3 | 3 | 3 | 3 | 4 | 5 | 4 | 4 | 3 | 4 | 3.83 | MP |
| 16 | xxxxxxx | | 13FEB20 | | | #DIV/0! | | | | 5 | | 3 | | 3 | | 4 | | 4 | | 4 | 3.83 | MP |
| 17 | xxxxxxx | | 13Aug20 | 20111001 | | #DIV/0! | | | | 4 | | 3 | | 3 | | 4 | | 5 | | 4 | 3.83 | P |
| 18 | xxxxxxx | | 14APR30 | 20110601 | BZ | #DIV/0! | | | | 4 | | 3 | | 3 | | 4 | | 4 | | 4 | 3.67 | P |
| 19 | xxxxxxx | | 13NOV30 | 20100901 | IZ | #DIV/0! | | | | 4 | | 3 | | 3 | | 4 | | 4 | | 4 | 3.67 | P |
| 20 | xxxxxxx | | 13APR06 | 20111001 | | 3.50 | | | 4 | 4 | 3 | 3 | 3 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 3.67 | P |
| 21 | xxxxxxx | | 13NOV29 | 20121201 | | | | | | 4 | | 3 | | 3 | | 4 | | 4 | | 4 | 3.67 | P |
| 22 | xxxxxxx | | 13May03 | 20121101 | | 3.67 | P | | 4 | 4 | 3 | 3 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 3.67 | P |
| 23 | xxxxxxx | | 14JAN30 | | | #DIV/0! | | | | 4 | | 3 | | 3 | | 4 | | 4 | | 3 | 3.50 | P |
| 24 | xxxxxxx | | 13NOV29 | | | #DIV/0! | | | | 4 | | 3 | | 3 | | 4 | | 4 | | 3 | 3.50 | P |
| 25 | xxxxxxx | | 14APR06 | 20130801 | | #DIV/0! | | | | 4 | | 3 | | 3 | | 4 | | 4 | | 3 | 3.50 | P |
| | | | | | | #DIV/0! | | | | | | | | | | | | | | AVG | 3.85 | |

# Who has shown the best performance?

| # | LAST | FIRST | Report Date | DOR | FY 15 ZONE | LAST FITREP | | | Prof Exp (33) | | Cmd EO (34) | | Mil Bear (35) | | Tmwk (36) | | Miss Acc (37) | | Ldrshp (38) | | FITREP Avg. | Dir Rcmd. |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | | | | | | Trait Avg | Prom Rec | Forced Dist | Past | Pres | Past | Pres | Past | Pres | Past | Pres | Past | Pres | Past | Pres | | |
| 1 | xxxxxxx | | 11Dec30 | 20120401 | BZ | 4.00 | P | | 5 | 5 | 3 | 3 | 3 | 3 | 4 | 4 | 4 | 5 | 5 | 5 | 4.17 | EP |
| 2 | xxxxxxx | | 11Dec31 | 20120501 | BZ | 3.83 | MP | | 5 | 5 | 3 | 3 | 3 | 3 | 4 | 4 | 4 | 5 | 4 | 5 | 4.17 | EP |
| 3 | xxxxxxx | | 11Dec23 | 20110501 | IZ | 4.00 | EP | | 4 | 5 | 3 | 3 | 3 | 3 | 4 | 4 | 5 | 5 | 5 | 5 | 4.17 | EP |
| 4 | xxxxxxx | | 13APR03 | 20100901 | IZ | 3.83 | | | 4 | 4 | 3 | 3 | 3 | 3 | 4 | 4 | 5 | 5 | 4 | 5 | 4.00 | EP |
| 5 | xxxxxxx | | 12Apr27 | 20120701 | | 3.50 | P | | 4 | 5 | 3 | 3 | 3 | 3 | 4 | 4 | 4 | 5 | 3 | 4 | 4.00 | MP |
| 6 | xxxxxxx | | 13Apr22 | 20130501 | | 3.50 | P | | 4 | 4 | 3 | 3 | 3 | 3 | 4 | 4 | 4 | 5 | 3 | 5 | 4.00 | MP |
| 7 | xxxxxxx | | 13AUG29 | 20110501 | IZ | 3.83 | MP | | 5 | 5 | 3 | 3 | 3 | 3 | 4 | 5 | 4 | 4 | 4 | 4 | 4.00 | EP |
| 8 | xxxxxxx | | 14FEB19 | 20120601 | | #DIV/0! | | | | 5 | | 3 | | 3 | | 4 | | 5 | | 4 | 4.00 | MP |
| 9 | xxxxxxx | | 12Aug11 | 20130101 | | 3.67 | P | | 4 | 4 | 3 | 3 | 3 | 3 | 4 | 4 | 4 | 5 | 4 | 5 | 4.00 | MP |
| 10 | xxxxxxx | | 13APR22 | 20111001 | | #DIV/0! | | | | 4 | | 3 | | 3 | | 4 | | 5 | | 4 | 3.83 | MP |
| 11 | xxxxxxx | | 12DEC28 | | | #DIV/0! | | | | 4 | | 3 | | 3 | | 4 | | 5 | | 4 | 3.83 | MP |
| 12 | xxxxxxx | | 12Apr30 | 20120601 | | 3.67 | MP | | 4 | 5 | 3 | 3 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 3.83 | MP |
| 13 | xxxxxxx | | 12MAR30 | 20130501 | | 3.67 | P | | 4 | 5 | 3 | 3 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 3.83 | MP |
| 14 | xxxxxxx | | 12Apr13 | 20130501 | | 3.50 | P | | 4 | 4 | 3 | 3 | 3 | 3 | 4 | 4 | 4 | 5 | 3 | 4 | 3.83 | MP |
| 15 | xxxxxxx | | 13Apr12 | 20130701 | | 3.50 | P | | 4 | 4 | 3 | 3 | 3 | 3 | 4 | 5 | 4 | 4 | 3 | 4 | 3.83 | MP |
| 16 | xxxxxxx | | 13FEB20 | | | #DIV/0! | | | | 5 | | 3 | | 3 | | 4 | | 4 | | 4 | 3.83 | MP |
| 17 | xxxxxxx | | 13Aug20 | 20111001 | | #DIV/0! | | | | 4 | | 3 | | 3 | | 4 | | 5 | | 4 | 3.83 | P |
| 18 | xxxxxxx | | 14APR30 | 20110601 | BZ | #DIV/0! | | | | 4 | | 3 | | 3 | | 4 | | 4 | | 4 | 3.67 | P |
| 19 | xxxxxxx | | 13NOV30 | 20100901 | IZ | #DIV/0! | | | | 4 | | 3 | | 3 | | 4 | | 4 | | 4 | 3.67 | P |
| 20 | xxxxxxx | | 13APR06 | 20111001 | | 3.50 | | | 4 | 4 | 3 | 3 | 3 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 3.67 | P |
| 21 | xxxxxxx | | 13NOV29 | 20121201 | | | | | | 4 | | 3 | | 3 | | 4 | | 4 | | 4 | 3.67 | P |
| 22 | xxxxxxx | | 13May03 | 20121101 | | 3.67 | P | | 4 | 4 | 3 | 3 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 3.67 | P |
| 23 | xxxxxxx | | 14JAN30 | | | #DIV/0! | | | | 4 | | 3 | | 3 | | 4 | | 4 | | 3 | 3.50 | P |
| 24 | xxxxxxx | | 13NOV29 | | | #DIV/0! | | | | 4 | | 3 | | 3 | | 4 | | 4 | | 3 | 3.50 | P |
| 25 | xxxxxxx | | 14APR06 | 20130801 | | #DIV/0! | | | | 4 | | 3 | | 3 | | 4 | | 4 | | 3 | 3.50 | P |
| | | | | | | #DIV/0! | | | | | | | | | | | | | | AVG | 3.85 | |

# The same considerations for MP?

| # | LAST | FIRST | Report Date | DOR | FY 15 ZONE | LAST FITREP | | | Prof Exp (33) | | Cmd EO (34) | | Mil Bear (35) | | Tmwk (36) | | Miss Acc (37) | | Ldrshp (38) | | FITREP Avg. | Dir Rcmd. |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | | | | | | Trait Avg | Prom Rec | Forced Dist | Past | Pres | Past | Pres | Past | Pres | Past | Pres | Past | Pres | Past | Pres | | |
| 1 | xxxxxxx | | 11Dec30 | 20120401 | BZ | 4.00 | P | | 5 | 5 | 3 | 3 | 3 | 3 | 4 | 4 | 4 | 5 | 5 | 5 | 4.17 | EP |
| 2 | xxxxxxx | | 11Dec31 | 20120501 | BZ | 3.83 | MP | | 5 | 5 | 3 | 3 | 3 | 3 | 4 | 4 | 4 | 5 | 4 | 5 | 4.17 | EP |
| 3 | xxxxxxx | | 11Dec23 | 20110501 | IZ | 4.00 | EP | | 4 | 5 | 3 | 3 | 3 | 3 | 4 | 4 | 5 | 5 | 5 | 5 | 4.17 | EP |
| 4 | xxxxxxx | | 13APR03 | 20100901 | IZ | 3.83 | | | 4 | 4 | 3 | 3 | 3 | 3 | 4 | 4 | 5 | 5 | 4 | 5 | 4.00 | EP |
| 5 | xxxxxxx | | 12Apr27 | 20120701 | | 3.50 | P | | 4 | 5 | 3 | 3 | 3 | 3 | 4 | 4 | 4 | 5 | 3 | 4 | 4.00 | MP |
| 6 | xxxxxxx | | 13Apr22 | 20130501 | | 3.50 | P | | 4 | 4 | 3 | 3 | 3 | 3 | 4 | 4 | 4 | 5 | 3 | 5 | 4.00 | MP |
| 7 | xxxxxxx | | 13AUG29 | 20110501 | IZ | 3.83 | MP | | 5 | 5 | 3 | 3 | 3 | 3 | 4 | 5 | 4 | 4 | 4 | 4 | 4.00 | EP |
| 8 | xxxxxxx | | 14FEB19 | 20120601 | | #DIV/0! | | | | 5 | | 3 | | 3 | | 4 | | 5 | | 4 | 4.00 | MP |
| 9 | xxxxxxx | | 12Aug11 | 20130101 | | 3.67 | P | | 4 | 4 | 3 | 3 | 3 | 3 | 4 | 4 | 4 | 5 | 4 | 5 | 4.00 | MP |
| 10 | xxxxxxx | | 13APR22 | 20111001 | | #DIV/0! | | | | 4 | | 3 | | 3 | | 4 | | 5 | | 4 | 3.83 | MP |
| 11 | xxxxxxx | | 12DEC28 | | | #DIV/0! | | | | 4 | | 3 | | 3 | | 4 | | 5 | | 4 | 3.83 | MP |
| 12 | xxxxxxx | | 12Apr30 | 20120601 | | 3.67 | MP | | 4 | 5 | 3 | 3 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 3.83 | MP |
| 13 | xxxxxxx | | 12MAR30 | 20130501 | | 3.67 | P | | 4 | 5 | 3 | 3 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 3.83 | MP |
| 14 | xxxxxxx | | 12Apr13 | 20140501 | | 3.50 | P | | 4 | 4 | 3 | 3 | 3 | 3 | 4 | 4 | 4 | 5 | 3 | 4 | 3.83 | P |
| 15 | xxxxxxx | | 13Apr12 | 20140701 | | 3.50 | P | | 4 | 4 | 3 | 3 | 3 | 3 | 4 | 5 | 4 | 4 | 3 | 4 | 3.83 | P |
| 16 | xxxxxxx | | 13FEB20 | 20130901 | | #DIV/0! | | | | 5 | | 3 | | 3 | | 4 | | 4 | | 4 | 3.83 | P |
| 17 | xxxxxxx | | 13Aug20 | 20111001 | | #DIV/0! | | | | 4 | | 3 | | 3 | | 4 | | 5 | | 4 | 3.83 | MP |
| 18 | xxxxxxx | | 14APR30 | 20110601 | BZ | #DIV/0! | | | | 4 | | 3 | | 3 | | 4 | | 4 | | 4 | 3.67 | P |
| 19 | xxxxxxx | | 13NOV30 | 20100901 | IZ | #DIV/0! | | | | 4 | | 3 | | 3 | | 4 | | 4 | | 4 | 3.67 | P |
| 20 | xxxxxxx | | 13APR06 | 20111001 | | 3.50 | | | 4 | 4 | 3 | 3 | 3 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 3.67 | P |
| 21 | xxxxxxx | | 13NOV29 | 20121201 | | | | | | 4 | | 3 | | 3 | | 4 | | 4 | | 4 | 3.67 | P |
| 22 | xxxxxxx | | 13May03 | 20121101 | | 3.67 | P | | 4 | 4 | 3 | 3 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 3.67 | P |
| 23 | xxxxxxx | | 14JAN30 | | | #DIV/0! | | | | 4 | | 3 | | 3 | | 4 | | 4 | | 3 | 3.50 | P |
| 24 | xxxxxxx | | 13NOV29 | | | #DIV/0! | | | | 4 | | 3 | | 3 | | 4 | | 4 | | 3 | 3.50 | P |
| 25 | xxxxxxx | | 14APR06 | 20130801 | | #DIV/0! | | | | 4 | | 3 | | 3 | | 4 | | 4 | | 3 | 3.50 | P |
| | | | | | | #DIV/0! | | | | | | | | | | | | | | AVG | 3.85 | |

New O-4

New O-4

New O-4

# Having the Discussion

- When the person is signing the FitRep is a great time to discuss their career.
  - What do they need to do to improve?
  - How are they doing in relation to your expectation?
  - Are they in danger of not promoting?
  - How many more cycles before they are in zone?

# Every FitRep is Important

- Even as the first Ensign FitRep, capture their efforts in block 41. It may be what gets them selected to a program.
- If there contributions are not important to you, how can you expect it to be important to them.
- Sets expectations and opens up mentoring moments.

# Questions

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